

NEWS RELEASE

GENERATING SAFE AND RESPECTFUL WORKPLACES FOR ALL IN
CANADA'S ELECTRICITY SECTOR

Electricity Human Resources Canada (EHRC) launches new resources to tackle gender-based harassment and violence (GBHV) in the workplace.

January 24, 2024. OTTAWA – Electricity Human Resources Canada ([EHRC](#)), in partnership with the Department of Justice Canada, is launching a series of tools and resources to help the sector develop practical and promising solutions to sexual harassment in the workplace. This initiative is a part of EHRC's mission to foster constructive dialogue and improve the participation of women and other groups historically under-represented in the electricity industry.

“Employees have a right to feel safe and respected at work— especially in an industry that has had challenges in providing employment and advancement opportunities for women”, says Michelle Branigan, CEO, EHRC. “Creating safe spaces and structures for having open and transparent conversations will go a long way in fostering truly inclusive workplaces.”

Women working in the electricity sector make up much less of the workforce than they should—and in many instances, they face barriers that limit their advancement or their desire to remain in the industry. While it is recognized that people of any gender can experience GBHV in the workplace, it is well documented in research that women are at increased risk.

EHRC's study [Leadershift: Equity in the Workplace](#) identified that women's workplace experiences often differ from their male colleagues. A significantly higher percentage of women report that they have experienced harassment, violence or bullying in the workplace at least once a month in

the last five years. Women hold only 27% of jobs in the electricity industry^[1]. While EHRC recognizes there is no single factor explaining fewer women choosing careers in trades and technology, the experience of sexual harassment and violence in the workplace most certainly has an impact.

EHRC has spent years working with organizations to tackle gender discrimination in the electricity sector through the [Leadership Accord on Diversity, Equity and Inclusion](#). The Building a Sexual Harassment-Free Workplace initiative delivers an industry-leading set of practical tools and resources to help electricity industry stakeholders prevent and address GBHV in various workplace settings and situations within the sector. These supports can be customized and used by all industry stakeholders including employers, unions and learning institutions. In some cases, tools and resources may further inform materials organizations have already created. In others, they can be used as a starting point to make organizational culture change.

Supports available include:

- Resources: Providing background information on various topics (e.g., infographics, articles, videos)
- Tools: Supporting practical application of knowledge and skills (e.g., tip sheets, assessment sheets)
- Activities: Offering opportunities for mentors/allies to apply knowledge and skills (e.g., case scenarios, interactive presentations, reflection, assessment opportunities)
- Audio-visual presentations: Including narrated and non-narrated slide presentations, interactive presentations, and videos

All resources and tools are made available on the EHRC website.

This program is funded in part by the Government of Canada's Justice Partnership and Innovation [Program](#).

About Electricity Human Resources Canada ([EHRC](#))

¹ [\[1\] Electricity in Demand: Labour Market Insights 2023-2028](#)

Electricity Human Resources Canada is Canada's leading provider of trusted HR research intelligence for our national sector.

Our primary role is to strengthen the ability of the Canadian electricity and renewable energy industry to meet current and future workforce needs. EHRC develops the resources that inspire our next generation and is the steward of forward-thinking initiatives that drive positive change as together we build Canada's low carbon economy.

Our vision is to build a world-class electricity workforce. We will achieve this by growing our Canadian electricity labour force to be safety-focused, highly skilled and inclusive.

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